



ADDICTIONS  
FOUNDATION  
OF MANITOBA

# Annual Report 2007/2008

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community

**ADDICTIONS FOUNDATION  
OF MANITOBA (AFM)****CORPORATE OFFICES****1031 Portage Avenue****Winnipeg, Manitoba R3G 0R8**

General Inquiries .....	944-6200
Toll Free .....	1-866-638-2561
Chief Executive Officer .....	944-6236
Finance .....	944-6248
Program Evaluation & Accountability .....	944-6291
Human & Corporate Resources .....	944-6281
Media Services .....	944-6234
Library Services .....	944-6233
Toll Free .....	1-866-638-2568

**REGIONAL OFFICES**

Northern Region Office (Thompson) .....	677-7300
Toll Free .....	1-866-291-7774
Western Region Office (Brandon) .....	729-3838
Toll Free .....	1-866-767-3838
Winnipeg Region Office .....	944-6200
Toll Free .....	1-866-638-2561

Please direct your comments or questions  
regarding this report to:

**AFM Human & Corporate Resources**

Information Projects Officer

944-6234 (Winnipeg) / 1-866-638-2561 (Toll-Free)

etycholis@afm.mb.ca



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**MINISTER OF HEALTHY LIVING**

Room 310  
Legislative Building  
Winnipeg, Manitoba, CANADA  
R3C 0V8

His Honour John Harvard  
Lieutenant-Governor  
Province of Manitoba

May It Please Your Honour:

I have the privilege of presenting, for the fiscal year 2007/2008, herewith the Annual Report of the Addictions Foundation of Manitoba, incorporated under the Addictions Foundation of Manitoba Act in 1956.

Sincerely,

A handwritten signature in black ink, appearing to read "Kerri Irvin-Ross", written over a circular stamp.

Kerri Irvin-Ross,  
Minister of Healthy Living

The Honourable Kerri Irvin-Ross  
Minister of Healthy Living  
Legislative Building  
450 Broadway Avenue  
Winnipeg, Manitoba R3C 0V8

Dear Minister Irvin-Ross:

We have the honour to present the Annual Report for the Addictions Foundation of Manitoba, for the fiscal year ended March 31, 2008.

This annual report was prepared under the Board's direction, in accordance with The Addictions Foundation Act and directions provided by the Minister of Health. All material, economic and fiscal implications known as of March 31, 2008 have been considered in preparing the annual report.

Respectfully Submitted on Behalf of the  
Addictions Foundation of Manitoba,



Jack Shaver, Chair  
AFM Board of Governors



**ADDICTIONS  
FOUNDATION  
OF MANITOBA**

**FONDATION MANITOBAINE  
DE LUTTE CONTRE  
LES DÉPENDANCES**

Provincial Administration  
1031 Portage Avenue  
Winnipeg, MB R3G 0R8  
(204) 944-6200  
Fax (204) 786-7768

Northern Region  
23 Nickel Road  
Thompson, MB R8N 0Y4  
(204) 677-7300  
Fax (204) 677-7328

Winnipeg Region  
1031 Portage Avenue  
Winnipeg, MB R3G 0R8  
(204) 944-6200  
Fax (204) 779-9165

Western Region  
510 Frederick Street  
Brandon, MB R7A 6Z4  
(204) 729-3838  
Fax (204) 729-3844

[www.afm.mb.ca](http://www.afm.mb.ca)



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# Remarks from the Chair

**I am pleased to present** the 2007/2008 Annual Report for the Addictions Foundation of Manitoba. This report provides highlights of the Foundation's achievements, activities and program performance from April 1, 2007 to March 31, 2008.

During the year eight new Governors were added to the Board, including myself as the Chair. In addition to the valuable skill sets of the remaining Board, the new members bring with them a great amount of experience in dealing with addictions, plus they provide representation from the self-help fellowships, native culture and the different geographic areas of our province. The Board is at its full compliment of fifteen members.

I consider it a great honour to chair this dedicated group of individuals who are committed to improving the services for the treatment, education and prevention of addictions in our province. I thank the outgoing Governors and past Chair for their leadership and years of dedicated service to AFM.

The Board of Governors strives hard in the area of governance to provide direction and support to AFM's management. On an ongoing basis, the Board also reviews the policies and procedures to ensure they meet the needs of the community and develops new policies as required.

This past year saw the start of construction on AFM's new building in Thompson. The site was selected to embrace the northern atmosphere and environment in which our clients are most comfortable.

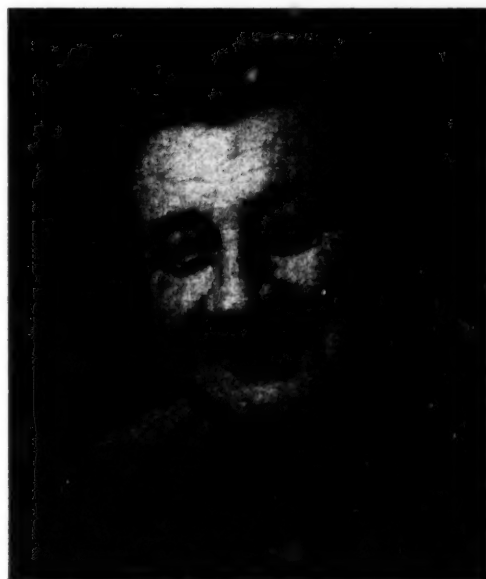
The planned facility will have 18 beds for the residential treatment program, including some single and barrier free rooms. The building's residential unit will have a recreation/fitness area, dining room, learning centre and laundry facility supported by the kitchen, maintenance and receiving areas.

The treatment area of the building also includes a medical assessment room, family meeting area and a "ceremony" room. We are all very excited to see the new building as it develops and are looking forward to moving in. Occupancy of the new building is expected to be in March, 2009.

On behalf of the Board of Governors, thank you to the CEO and his staff for their dedicated work over the year to ensure AFM remains a leader in the education and treatment of addictions.



Jack Shaver  
Chair, AFM Board of Governors



# Remarks from the CEO

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**In 2007/2008 AFM continued** to see yet another year of growth in our alcohol, other drugs and gambling programs.

A major priority for us in the past year was improving access to adult rehabilitation programs. For women, we added resources for the Women Invested in Sobriety, Empowered in Recovery (WISER) program in Winnipeg to double the number of day program spots. For men, we enhanced the assessment process at James Toal Centre to improve the processing of potential clients.

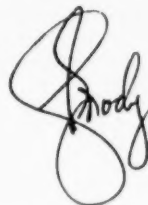
To ensure we continue to have comprehensive services that are culturally sensitive, to date all AFM staff and Board members have received cultural sensitivity training.

In our effort to be more accountable to our Board, public and government, we developed the Performance Reporting Framework as a tool for monitoring performance based on priorities set by the organization's strategic plan. Work was also

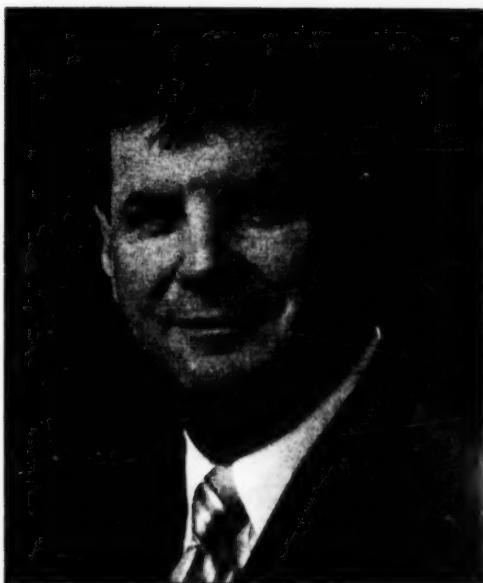
begun on developing a set of program indicators, which examines client outcomes against set goals and expectations. As well, a set of indicators to measure the organization's performance in other areas was developed for implementation in the new fiscal year.

I encourage you to take the time to read the section of this annual report entitled, "Achievement Report on AFM Strategic Directions," which underscores the key results related to the Agency's strategic directions.

I would like to thank all the staff at AFM for their dedication and commitment. As a result of each and every person's efforts, we have helped more Manitobans to live their lives free from the harm associated with the misuse of alcohol, other drugs and gambling.



John Borody  
Chief Executive Officer, AFM



with  
our  
community

# Corporate Overview of AFM

## BOARD OF GOVERNORS

AFM's Board is comprised of 15 Manitoba community members appointed by the Minister of Healthy Living through an Order in Council of Government.

The terms of three members of AFM's Board of Governors ended in December 2007, and five new members were appointed, including a new Chair.

Leaving the Board of Governors was:

- Jim Robertson, Chair of the Board of Governors. Mr. Robertson served as AFM Board Chair from 2001 to 2007.
- Larry Muirhead from Portage la Prairie, who has been a Board member since 1998 and served as the Vice-Chair.
- Boyd Kramble from Pinawa who has been a member since 2002.

AFM thanks Mr. Robertson, Mr. Muirhead and Mr. Kramble for their work and dedication during their tenure.

Jack Shaver of St. Adolphe has been appointed Chair of AFM's Board of Governors, and Heather Mitchell of Dugald has been appointed as Vice-Chair. Leon Morehouse of Brandon, Gord Sytnick of Valley River, and Tiina Cordell of Thompson are also new appointees to AFM's Board of Governors.

The following Governors served on the Board in 2007/2008:

NAME	HOME LOCATION
*Jack Shaver, Chair	St. Adolphe
*Heather Mitchell, Vice-Chair	Dugald
*Stephen Edwards, Treasurer	Winnipeg
*Lanette Bowman	Winnipeg
*Randy Porter	Portage la Prairie
Tiina Cordell	Thompson
Marylin Cottyn	Swan River
George Daniels	Winnipeg
Ron Hay	Brandon
Mary Head	The Pas
Martha Jonasson	Wabowden
Dorothy McLoughlin	Winnipeg
Leon Morehouse	Brandon
Ian Rabb	Winnipeg
Gord Sytnick	Valley River
Boyd Kramble (to Dec. 2007)	Pinawa
Larry Muirhead (to Dec. 2007)	Portage la Prairie
Jim Robertson (to Dec. 2007)	Winnipeg

*\*Executive Policy Committee*



### 1st Row (L-R):

Marylin Cottyn,  
Gord Sytnick,  
Jack Shaver

(Chair), Dorothy McLoughlin, Martha Jonasson; **2nd Row (L-R):** Tiina Cordell, Randy Porter, Ron Hay, Leon Morehouse, Ian Rabb, George Daniels, Lanette Bowman, Heather Mitchell (Vice-Chair); **Missing:** Stephen Edwards (Treasurer), Mary Head.



## Committees of the Board of Governors include:

**A) Executive Policy Committee (EPC)** is the senior subcommittee of the Board of Governors and is responsible for various executive and consultative functions as directed by or delegated from the Board of Governors of AFM. This committee is a forum of first consideration for proposed Board policies, major budgetary considerations and program development issues. Members for 2007/2008 include:

- Board Chair – Jim Robertson (2007)/Jack Shaver (2008)
- Vice-Chair – Larry Muirhead (2007)/Heather Mitchell (2008)
- Treasurer – Boyd Kramble (2007)/Stephen Edwards (2008)
- Board Member – Lanette Bowman
- Board Member – Randy Porter

**B) Audit Committee** reviews and advises the Board of Governors about the annual report and audited financial statements. This committee also meets with the external auditors, approves external audit plans and makes recommendations to the Board of Governors about the hiring of an external auditor, and assesses the processes related to internal control. Members in 2007/2008 included:

- Audit Committee (Chair) – Stephen Edwards (2007)/Ron Hay (2008)
- AFM Board Chair (Ex-officio) – Jim Robertson (2007)/Jack Shaver (2008)
- AFM Board Treasurer – Boyd Kramble (2007)/Stephen Edwards (2008)
- Heather Mitchell (2008)
- Lanette Bowman (2007/2008)
- AFM Chief Financial Officer (Ex-officio) – Valerie Hagen

The Board operates under the guidelines set out in the AFM Act and By-Laws. The Board of Governors has a formal Board Policy Development and Review Process, which provides a framework for the development of new, and the review of existing, board policies. The Board works to develop policies as required to meet the requirements of their legislated mandate.

In 2007/2008 the Board of Governors approved the following policies:

### April 24, 2007

- **AFM Policy, PS-904 – Public Interest Disclosure (Whistleblower Protection)**, which states, AFM supports all staff and will protect them from any work related consequences if they become aware of a situation that may require consideration for disclosure under the Public Interest Disclosure (Whistleblower Protection) Act.
- **AFM Policy PS-141 – Dress Code**, which states, AFM believes that it is important for all employees to project a positive and professional image while representing AFM to our clients and the general public. AFM further believes that it is important to allow staff a degree of flexibility in order to foster good morale. It is the intent of AFM to respect an individual's religious, racial, ethnic and gender specific attire. The purpose of this code is to establish basic guidelines for appropriate dress for the office environment.
- **AFM Revised Policy PS-327 – Internet and Email Usage**, which states, All employees of AFM and authorized individuals using AFM provided internet and email accounts have an obligation to use their privileges in a responsible and lawful manner. The changes to the policy included the addition of an Appendix B – Use of AFM Computers, as well as changes to monitoring and reporting breaches.

### February 2008

- **Board Policy BS-007 – Retention and Destruction of Board Records**, which states, The CEO will ensure that the records created for Board members will be filed and disposed of in accordance with The Freedom of Information and Protection of Privacy Act (FIPPA), The Personal Health Information Act (PHIA), and the Archives and Record-keeping Act, as outlined in AFM's Records Authority Schedules.

## Corporate Overview of AFM...continued

### AFM Board of Governors Self-Assessment

The Board of Governors uses the Board Self-Assessment Survey to evaluate its performance and processes. This survey is conducted once a year. The self-assessment report, which is generated from the survey, contains the following information:

- **General** – evaluates how the Board defines its role and model of governance. AFM's Board of Governors has approved its governance style in a policy statement, which enables strategic leadership by its members and assists in deciding the broad values of the organization.
- **Governance Evaluation** – evaluates the Board processes, orientation, education and committees.
- **Board/Organization Relationship** – evaluates the relationship of the Board with the CEO.
- **Board Evaluation** – evaluates the Board's performance and processes.

### AFM REGIONAL ADVISORY BOARDS

The Northern and Western Region Advisory Board Committees consist of groups of interested and informed citizens representing their region that act in an advisory capacity to the Regional Director and the Board of Governors of AFM. The responsibilities of the Regional Advisory Boards include:

- Creating an awareness of the extent of the addiction problems related to alcohol, drugs and gambling in the Region.
- Creating an awareness of the availability of prevention, treatment and rehabilitation services in the Region.
- Participating in orientation and ongoing training programs to fully understand the aims and objectives of AFM.
- Meeting with the Regional Director for discussion regarding regional program directions and new initiatives.
- Meeting annually, where possible, with a representative(s) of AFM's Board of Governors to share mutual concerns, interests and directions of AFM.

Membership on the Advisory Boards is by appointment of the Board of Governors on the recommendation of the Advisory Board.

On March 31, 2008 members serving on these advisory boards were:

#### Western Region Advisory Board April 1, 2007 to March 31, 2008

\*Bracketed dates indicate term ended or resignation date.

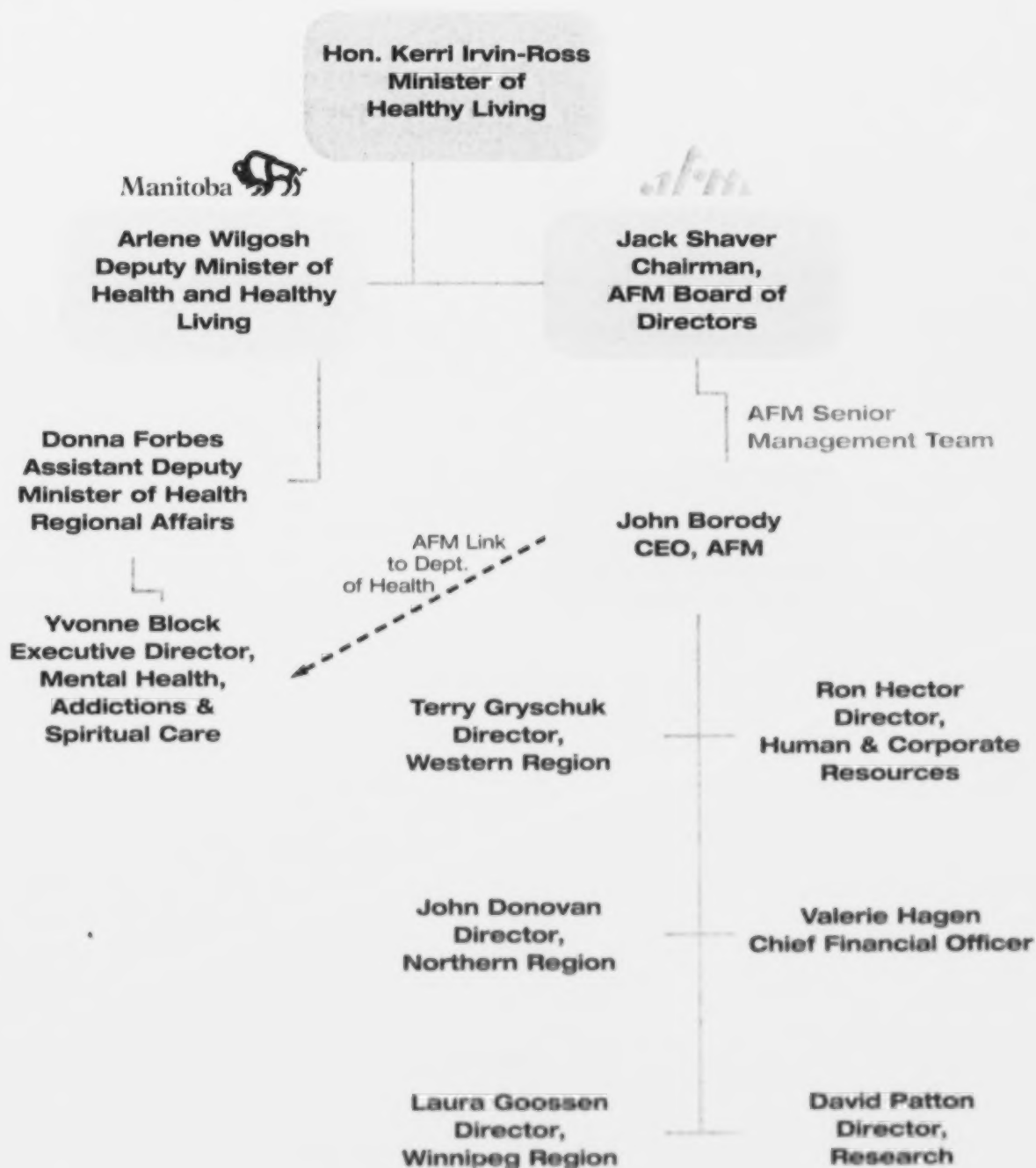
NAME	PLACE OF RESIDENCE
Carlson Onischuk, Chair	Brandon
Ron Hay (Board of Governors)	Brandon
Vern Sinclair *(February 2008)	Brandon
Taja Lonstrup	Brandon
Jack Cram	Brandon
Leon Morehouse (Board of Governors)	Brandon
Wilf Jordan, Vice-Chair	Brandon
Jane Brunet	Brandon
Marlene Gregory	Brandon
Gail Cullen	Brandon
Rachelle Wilk	Brandon

#### Northern Region Advisory Board April 1, 2007 to March 31, 2008

\*Bracketed dates indicate term ended or resignation date.

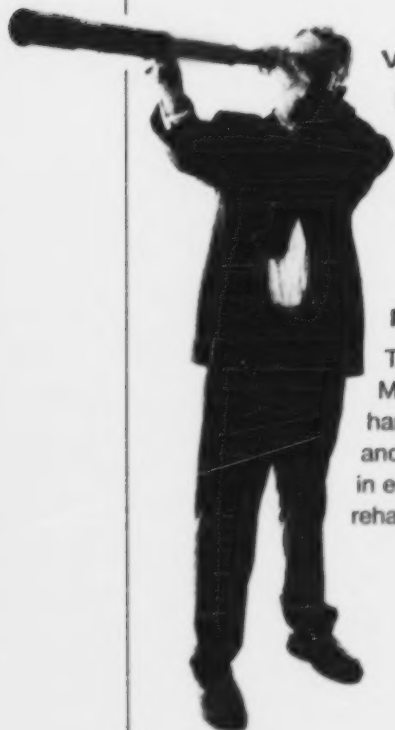
NAME	PLACE OF RESIDENCE
Norma Leahy, Chair	Thompson
Marie Highway	Thompson
Tiina Cordell (Board of Governors)	Thompson
Claire Pritchard *(June 2007)	Thompson
Jack Robinson	Thompson
Tiina Umpherville *(Sept. 2007)	Cranberry Portage
Grace Jonasson *(April 2007)	Wabowden
Martha Jonasson (Board of Governors)	Wabowden
Stan Franklin, Co-Chair	Thompson
Nickie Jensen	Thompson
Captain Hannu Lindholm	Thompson
Staff Sgt. Bill Richat	Thompson
Brenda MaCumber	Thompson
Mike Wyman	The Pas
Becky Pritchard	Thompson
Diane Rogers	Thompson

## AFM ORGANIZATIONAL/REPORTING STRUCTURE 2007/2008



## Corporate Overview of AFM...continued

### AFM VISION, MISSION AND CORE VALUES



#### Vision

Manitobans living free from the harm of alcohol, other drugs and gambling.

#### Mission

To enhance the health of Manitobans by reducing the harm of alcohol, other drugs and gambling through leadership in education, prevention, rehabilitation and research.

#### Core Values

AFM has adopted a set of fundamental values to guide the delivery of its services.

We believe our greatest strength and asset is our staff, and acknowledge their contributions and passion in supporting the following organizational values:

- The dignity and diversity of each individual
- The capacity of clients and communities for change
- Collaborative relationships with stakeholders, partners and the self-help community
- Continuous improvement and best practices
- A continuum of services and programs
- A safe and respectful work environment

# Corporate Highlights Report

## ACHIEVEMENT REPORT ON AFM STRATEGIC DIRECTIONS

AFM continues to be seen as a leader in the addictions field and builds on this role as it achieves the goals related to the strategic directions. This section highlights key results related to AFM's strategic directions.

AFM Corporate Goal	Manitoba Health Broad Topic	Result
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**AFM STRATEGIC DIRECTION:**  
**Strengthening our core business**

To increase and enhance the capacity for adult AOD rehabilitation services to respond to current and future service demands.

Improved Resource Utilization and System Competence

- The co-ed Links Program (a support group for individuals who are waiting to begin an intensive program) offered at James Toal Centre was consistently well attended. As of April 2008, a separate Links group for women will be initiated.
- The m.i.n.e. program continued to offer weekly group orientation sessions for new clients and their significant others as a way of providing support pending their admission to the program.
- The Winnipeg Youth Community Based Unit restructured its intake process and developed new group education and assessment and rehab programming to reduce waiting time for program entry and to offer service that is better matched to clients' level of involvement with alcohol and/or other drugs and stage of change.
- Staff from the Women's Centre were trained to use auricular acupuncture on clients attending the Women's Intensive Program. A pilot project will be carried out to test its effectiveness with clients.
- Compass Program staff spent significant time on enhancing services for families through a range of involvement – family Days, admissions, more intensive case support, etc.
- Winnipeg Region Adult Rehabilitation staff have developed new processes to improve services to clients seeking help for an opiate addiction to better predict and plan for their needs prior to program entry, thereby improving outcomes.
- The Polaris Place residential treatment facility ran a "Women's Only" treatment group in late July to mid August to reduce the number of women waiting to enter a residential program. This benefitted northern women waiting to get into River House, as well as other women on the wait lists.
- AFM is looking at treatment designs to meet the needs of young men and women who are between the ages of 19 and 25, therefore improving outcomes and reducing wait lists.
- The Northern Region has increased contact with referral agents before arrival to increase attendance rates, allowing for better use available beds.
- AFM staff are instigating a phone follow-up call program to encourage follow through with "on-going rehabilitation plans" and to address issues post-treatment.

# Corporate Highlights Report...continued

AFM Corporate Goal	Manitoba Health Broad Topic
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## Result

### AFM STRATEGIC DIRECTION: Strengthening our core business...continued

To provide all rehabilitation staff with ready access to clinical supervision

Improved Resource Utilization and System Competence

- The Clinical Supervision Subcommittee exists to address issues regarding clinical supervision of AFM counselling staff.
- Clinical Supervisors who have Youth Services responsibility ensure alignment of service standards and staff clinical development.
- In all, there are five Clinical Supervisors working with program staff in various areas of AFM throughout the province.

To have comprehensive services that are age, cultural and gender sensitive

Priority Populations & Programs

- Evening and weekend calls to the AFM Problem Gambling Helpline are being handled by Clinic Community Health Services.
- Under the Provincial Youth Gambling Strategy, services are being delivered to Manitoba youth (i.e. Lucky Day – Grades 7-9; Keeping Your Shirt On (KYSO) – Grades 10-12; and, for Aboriginal youth, Keeping Your Spirit Strong (KYSS).
- KYSO and KYSS are being revised.
- A new facilitator's guide has been completed for the Lucky Day Program developed for Youth.
- The new Seniors Gambling Theatre Project, entitled "The Quest for a Money Tree," was presented to the Filipino community and taped for use at future education workshops.
- A new interactive multi-lingual gambling information website ([www.getgamblingfacts.ca](http://www.getgamblingfacts.ca)) is under development, with a projected launch in the spring of 2008. This website will be available in English, French, Filipino, and in Simplified and Traditional Chinese.
- New touch screens were developed for use in the Responsible Gaming Information Centers located in the two Winnipeg Casinos. The touch screens will aid staff in teaching casino guests about how gambling works and offer patrons a chance to test their knowledge about gambling.
- The Seamless Referral Process for AFM clients moving from AFM's Impaired Driver Programs to a treatment program is being developed to enhance a client-centered program delivery service.
- The Cultural Proficiency Committee was formed at Compass Youth Residential Facility. This will enhance staff's ability to respond to Aboriginal clients.
- The Compass Youth Residential Facility's license was reviewed and renewed by Manitoba Family Services.

To increase the capacity to provide services for Manitobans with co-occurring mental health and substance use and/or gambling issues

Healthy Living

- Adult Rehabilitation intake assessment, referral, rehabilitation planning and care management processes and standards are undergoing a review – with revisions completed as required – to reflect an integrated services approach to working with clients who have co-occurring mental health concerns.
- CODI (Co-occurring Disorders Initiative) training in the clinical modules for staff is being conducted throughout the province according to the regional training roll-out strategy.



AFM Corporate Goal	Manitoba Health Broad Topic	Result
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**AFM STRATEGIC DIRECTION:  
Strengthening our core business...continued**

To have core messaging in our prevention strategies	Healthy Living	<ul style="list-style-type: none"> <li>Phase III of the Conceptualization for a Prevention Framework for AFM was approved.</li> <li>The Prevention Provincial Planning Team recommended that the AFM Continuum of Services be re-structured into a framework that includes Research, Education, Prevention and Rehabilitation and that the Integrated Framework of Intervention Services be formally adopted by AFM.</li> </ul>
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**AFM STRATEGIC DIRECTION:  
Fostering a healthy, safe, vibrant work environment**

To be an employer that promotes staff growth, staff development and recognition	Improved Resource Utilization and System Competence	<ul style="list-style-type: none"> <li>AFM staff providing clinical gambling services, who were once certified and trained by the National Council for Problem Gambling, are now being certified by the Canadian Problem Gambling Certification Board.</li> <li>New staff orientation sessions are delivered on a regular basis. Two new components dealing with respectful workplace and Aboriginal cultural awareness have been added.</li> <li>The Youth Services Orientation Manual has been developed to provide consistency among AFM Youth Programs.</li> </ul>
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To have a safe and respectful workplace	Healthy Living	<ul style="list-style-type: none"> <li>Workplace Health &amp; Safety Committees are active in Winnipeg, Northern and Western Regions. The Committees have developed local plans for their workplaces.</li> <li>Winnipeg Region's "Seeing the Workplace Through New Eyes Project" Committee developed a work plan to look at inspections, fire plans, panic alarms and working alone policies.</li> <li>AFM is compliant with the requirements of "The Public Interest Disclosure Act" in the development of policies and procedures and in providing information in AFM staff training sessions.</li> </ul>
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To be a diverse, sensitive and accommodating workplace	Priority Populations & Programs	<ul style="list-style-type: none"> <li>In Winnipeg Region, Phase II of the Cultural Awareness Sensitivity Training Initiative involves implementation of the initial staff awareness and training, which was completed in 2007, into day-to-day client work and operations, with the goal of achieving cultural competency as an agency.</li> <li>Approximately 10 members of the Westman staff attended Ally Training. The purpose of this training is to provide skills and information such that clinical staff can offer a safe place for people of all sexual orientations to receive service. This training also provides the clinician with an improved understanding of, and sensitivity to, the issues faced by people of alternate sexual orientations.</li> </ul>
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## Corporate Highlights Report...continued

AFM Corporate Goal	Manitoba Health Broad Topic	Result
<b>AFM STRATEGIC DIRECTION:</b> <b>Progressing as leaders in the addictions field</b>		
To have a corporate communication strategy (for external stakeholders)	Priority Populations & Programs	<p>Specific activities undertaken as part of the overall goal to develop a corporate communication strategy for external stakeholders include:</p> <ul style="list-style-type: none"> <li>• beginning work to creating a gambling only information website (<a href="http://www.getgamblingfacts.ca">www.getgamblingfacts.ca</a>), which targets specific populations not being reached by conventional methods.</li> <li>• maintaining the AFM corporate website (<a href="http://www.afm.mb.ca">www.afm.mb.ca</a>) by keeping information current and adding links to resources and new information.</li> <li>• responding to the various news media inquiries for background information and interviews.</li> <li>• distribution of the AFM publication, "An Inside View," featuring research information from the Canadian Addictions Survey comparing Manitobans drinking habits to the rest of Canada.</li> <li>• advertising awareness of AFM programs/services in various publications (newspapers, magazines, yearbooks and rosters) that target client populations.</li> <li>• increasing public awareness and accessibility of the AFM Online Public Access Catalogue to Manitoba's largest collection of up-to-date, reliable information relating to issues, trends and research in the addictions field.</li> <li>• distributing a public service announcement promoting AFM – featuring Second Cups' owner Frank O'Day as spokesperson – to the major radio stations throughout Manitoba for airing in October 2007.</li> <li>• participation of AFM in the Youth Addictions Network (focusing on changes in the service system in response to the Youth Stabilization legislation).</li> </ul>
To participate and engage in national activities and partnerships that further the aims of AFM	Improved Resource Utilization and System Competence	<ul style="list-style-type: none"> <li>• AFM maintains a large number of local, provincial and national partnerships through its activities in the areas of prevention/education and rehabilitation services for Manitobans.</li> <li>• In partnership, AFM and Manitoba Lotteries Corporation launched the mandatory Lottery Retailer Training Program.</li> <li>• AFM Research was represented at the national level on the following working groups or advisory committees:               <ul style="list-style-type: none"> <li>– Treatment Indicators Working Group</li> <li>– National Surveillance Advisory Committee</li> <li>– Inter-Provincial Consortium for the Development of Methodology to Assess the Social and Economic Impact of Gambling</li> <li>– Measuring Problem Gambling in Adolescent Populations Oversight Committee</li> <li>– Review of the Canadian Problem Gambling Index Oversight Committee</li> </ul> </li> <li>• AFM is a member of the Canadian Executive Council on Addictions, a national group with representatives from the Canadian Centre on Substance Abuse, and four other provincial addictions agencies.</li> </ul>



**AFM Corporate  
Goal**

**Manitoba Health  
Broad Topic**

**Result**

**AFM STRATEGIC DIRECTION:**

**Progressing as leaders in the addictions field...continued**

To identify and implement strategies that enhance AFM's relationships with self-help

Priority Populations and Programs

- AFM was involved on the planning committee for the annual national conference, entitled Issues of Substance Abuse 2007, which took place in Edmonton, Alberta, November 25-28, 2007. AFM also had a contingent of staff who were presenters on five different topics for the conference.
- The Health Education and Enforcement (HEP) Project, in partnership with the Canadian Centre on Substance Abuse in Ottawa, is coordinated by AFM in Winnipeg. Several new members have been added to the committee, including the RCMP Drug Awareness Unit, Manitoba Harm Reduction Network and Manitoba Safe Schools Initiative. The Committee provides support to the National Framework and the Manitoba Framework for addressing the harms associated with alcohol and other drugs and for promoting and coordinating efforts around the National Alcohol Strategy.
- In 2007/2008 five new representatives, who are from the self-help community, were appointed to AFM's Board by the Minister of Healthy Living.
- Brandon became home to Dual Recovery Anonymous – a peer support group that addresses mental health and addiction issues simultaneously. AFM was an active partner in conducting a needs assessment and is now involved as a resource to the group, which meets weekly.
- AFM invites speakers from self-help groups to Winnipeg Community Based and Compass Programs to speak to clients as a part of their recovery program.
- As part of the alcohol and other drugs and gambling programs, Gamblers' Anonymous, Narcotics Anonymous and Alcoholics Anonymous all offer open meeting sessions at Parkwood in Brandon. Representatives of the self-help community also participate in a Residential Program session entitled "Mutual Aid."

To initiate dialogue with Aboriginal (PTOs) peoples on services and mutual opportunities

Priority Populations and Programs

- The Third National Aboriginal Gaming Conference was held in Winnipeg in June 2007. AFM staff served on the planning committee and presented on AFM Problem Gambling Programs and Initiatives.
- In Thompson, a street youth outreach service was established at Ma Mow We Tak Friendship Centre. It engages at-risk youth in weekly sessions at the "Circle of Youth" by establishing rapport and acting in a supportive role to teens struggling with substance abuse.
- AFM, in partnership with R.D. Parker Collegiate, Regional Health Authority and the RCMP, operate an Adolescent Health Education Centre in the local high school to address the changing needs of youth in Thompson. Services are one-of-a-kind in Canada, with on-site clinical health, addictions, mental health and policing done in the school's student services area.

# Corporate Highlights Report...continued

AFM Corporate Goal	Manitoba Health Broad Topic	Result
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## AFM STRATEGIC DIRECTION:

### Demonstrating accountability and achieving sustainability

To have an outcome measurement and monitoring strategy	Improved Resource Utilization and System Competence	<ul style="list-style-type: none"> <li>Program Logic and Accountability Models for AFM Adult and Youth Programs have been developed. These models establish the framework for the development of outcome indicators for identified AFM program service areas, which are steps towards monitoring AFM program effectiveness (outcome monitoring).</li> </ul>
To align service standards, clinical staff development and clinical practice	Improved Resource Utilization and System Competence	<ul style="list-style-type: none"> <li>AFM Staff Clinical Resource Training materials were reviewed and revised to keep current.</li> <li>The Winnipeg Gambling Clinical Supervisor conducted an overall review of the clinical practices within the unit to ensure clinical development is consistent with service standard requirements.</li> <li>The Standards Committee of the Adult Rehabilitation Provincial Planning Team reviewed, revised and developed provincial protocols, standards and positions where required.</li> </ul>
To have program development and improvement guided by outcomes and best practice	Priority Populations and Programs	<ul style="list-style-type: none"> <li>A review and revision of existing Adult Rehabilitation Programs was started by the Core Materials Package Committee to ensure consistency with current best practices.</li> <li>A review of the CCSA Report "Substance Abuse in Canada: Youth in Focus" was conducted to identify and promote best practices to improve AFM Youth Services across the Continuum.</li> <li>The Compass Youth Residential Facility became smoke-free, joining a number of other Canadian youth treatment centers. Commitment to this initiative was furthered by empirical research indicating that abstinence from tobacco positively affects outcomes related to the use of alcohol and other drugs.</li> <li>An evaluation of AFM's pilot program, Women Invested in Sobriety, Empowered in Recovery, was completed. Participants reported improvements in areas of their lives, such as higher levels of social support; lower levels of self-reported depression; increased knowledge of substances and addiction, to name a few.</li> </ul>

## Acronym Legend

AM	Accountability Models	IDP FPT	Impaired Drivers Program Provincial Planning Team
AOD	Alcohol and Other Drugs	MAAW	Manitoba Addictions Awareness Week
ARPPT	Adult Residential Provincial Planning Team	MGCC	Manitoba Gaming Control Commission
ARPPT-SDC	Standards Development Committee	MLC	Manitoba Lotteries Corporation
CCSA	Canadian Centre on Substance Abuse	PLM	Program Logic Models
CECA	Canadian Executive Council on Addictions	PPT	Provincial Planning Team
CMPC	Core Material Planning Committee	PPPT	Prevention Provincial Planning Team
CODI	Co-occurring Disorders Initiative	PTO	Provincial/ Territorial Organization
CODI LT	CODI Leadership Team	RGIC	Responsible Gaming Information Centre
ESC	Education Services Committee	YASU	Youth Addictions Stabilization Unit
FASD/MYC	Fetal Alcohol Spectrum Disorder/Manitoba Youth Centre	YACI	Youth Addictions Centralized Intake
GPPT	Gambling Provincial Planning Team	YPPT	Youth Provincial Planning Team

## AFM PERFORMANCE DELIVERABLES

### Manitoba Health Broad Topics & AFM Strategic Direction

AFM is a provincial health organization and, as such, is a key stakeholder in the delivery of Manitoba Health's Key Actions. Manitoba Health has developed a collaborative process between health organizations to advance and strengthen performance deliverables and to increase integration of those deliverables into AFM's health planning process and timelines. The health planning process provides Manitoba Health with information to establish its strategic direction for planning in Manitoba's health system and to guide stakeholders in activities related to health planning, performance deliverables, community health assessment, monitoring, performance measurement, and all other aspects of planning.

The purpose of Manitoba Health Broad Topics is to set the foundation for the development of appropriate and specific future performance deliverables by health organizations. The six topic areas are:

- Healthy Living
- Priority Populations & Programs
- Patient Safety
- Access
- Disaster Management
- Improved Resource Utilization & System Competency

AFM's deliverables and priorities, as identified in the Health Plan, are to align with the Manitoba Health Broad Topic Area.

### AFM Performance Deliverables

Performance Deliverable	Manitoba Health Broad Topic	Description	Expected Results	Actual Results
PD-01-001	Healthy Living	Tobacco Control Strategy	Completion of Tobacco Learning Resource Initiative Project targeted to K-12 Manitoba students.	<ul style="list-style-type: none"> <li>• All learning resources have been completed and are on target. Plans for monitoring and evaluation will be considered for future years.</li> </ul>
PD-01-002	Priority Populations & Programs	Co-occurring Mental Health/ Substance Use Disorder	<p>To continue to monitor the progress of provincial training guidelines.</p> <p>Implementation of integrated screening, assessment and treatment planning process.</p> <p>Policy and procedures are consistent with goals of the initiative.</p>	<ul style="list-style-type: none"> <li>• The majority of training has been completed. Monitoring and evaluation will continue to identify any additional requirements.</li> <li>• Mental health screening process evaluation was completed and improvements are being implemented. Improvements to integrated assessment and treatment planning standards are underway.</li> <li>• A policy review and revision process has been established and is anchored in the Agency's management structure.</li> </ul>
PD-01-003	Resource Utilization & System Competency	Accreditation	To indicate progress in all eleven accreditation recommendations.	<ul style="list-style-type: none"> <li>• Identification of Adult Program indicators is in progress.</li> <li>• Identification of Youth Program indicators is in progress.</li> </ul>

# Corporate Highlights Report...continued

## AFM Performance Deliverables...continued

Performance Deliverable	Manitoba Health Broad Topic	Description	Expected Results	Actual Results
PD-01-003... continued				<ul style="list-style-type: none"> <li>• Diagnostic equipment repair and maintenance records implemented at applicable site.</li> <li>• Integrated Risk Management Strategy developed. Corporate Risk Profile identified.</li> <li>• A draft Disaster Emergency Plan has been developed.</li> <li>• Pending implementation of the Disaster Emergency Plan will allow the Agency to follow similar processes for preparing for and reducing the risk of disasters and emergencies at all sites.</li> <li>• Environmental indicators to be developed.</li> <li>• Benchmark activities for managing the environment with other similar organizations.</li> <li>• Draft Human Resources Plan developed.</li> <li>• Human Resource indicators developed and are currently being monitored.</li> <li>• Universal performance appraisal process, form &amp; policy developed.</li> </ul>
PD-01-004	Priority Populations & Programs	Aboriginal Health	To promote & support Aboriginal sensitivity training throughout the organization.	<ul style="list-style-type: none"> <li>• Aboriginal Cultural Awareness Training Sessions were conducted throughout the province in all regions.</li> <li>• Aboriginal Cultural Awareness will be included in all new employee orientation sessions.</li> <li>• An internal staff committee has been formed to identify opportunities to enhance cultural aspects of programming within Compass, ultimately enhancing AFM's proficiency to meet the cultural needs of its clients. This involved balancing universal concepts and ingredients of culture and providing the means for Aboriginal clients to be exposed to and participate in teachings and traditions specific to their cultural background.</li> </ul>
PD-01-005	Priority Populations & Programs	Methadone Service	Explore the expansion of the methadone services in Manitoba.	<ul style="list-style-type: none"> <li>• A training program to facilitate licensing of physicians to prescribe methadone for addictions will be offered in Manitoba, along with provincial guidelines.</li> </ul>

## GRANT FUNDING ALLOCATIONS

The Addictions Foundation of Manitoba, among other service providers and along with the Department of Health and Healthy Living, represents initiatives under one of the seven pillars of the Manitoba Health and Healthy Living mandate: to reduce substance abuse through addictions strategies. AFM enhances the health of Manitobans by reducing the harm of alcohol, other drugs and gambling through leadership in education, prevention, rehabilitation and research.

The Foundation's Grant Funding Allocation from Manitoba Health and Manitoba Lotteries for 2007/2008 is broken down into the following categories:

Residential Rehabilitation	\$6,254,300.00
Community Based Programs	\$6,194,000.00
Impaired Driving Program	\$36,500.00
Methadone Program	\$635,200.00
Corporate Administration	\$1,783,700.00
<b>Total Manitoba Health Funding</b>	<b>\$14,903,700.00</b>
<b>Manitoba Lotteries Funding for AFM Gambling Services</b>	<b>\$ 2,706,500.00</b>

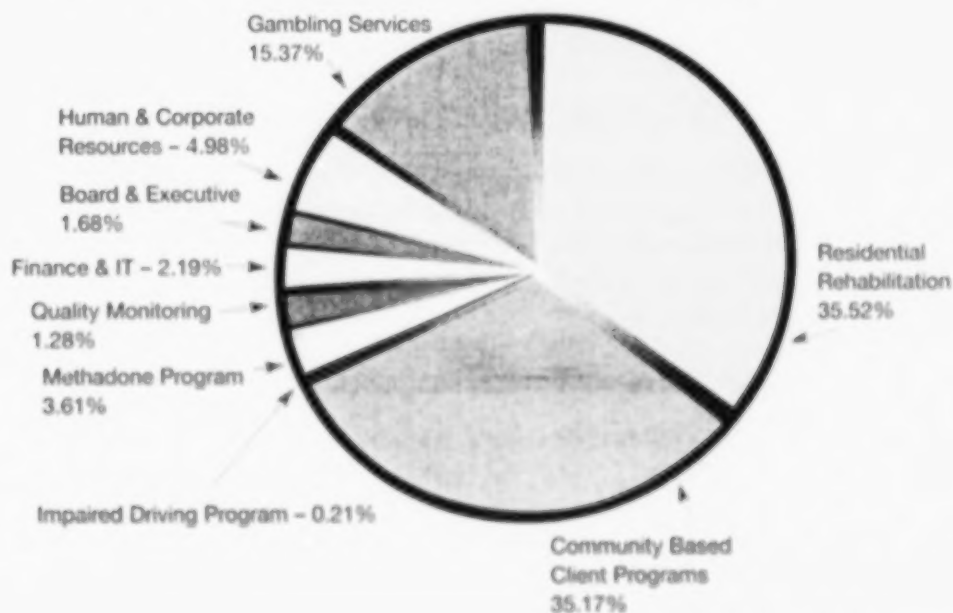
### AFM Capital Projects Completed in 2007/2008

PROJECT	LOCATION	COST
Flooring Replacement	510 Frederick St., Brandon	\$36,500
Surveillance Systems	All Winnipeg locations & Southport	\$75,000
Flooring Replacement Phase 3	1041 Portage Ave., Winnipeg	\$47,300
Washroom Renovations	3rd Floor, 1031 Portage Ave., Winnipeg	\$28,500
<b>Total Project Costs</b>		<b>\$187,300</b>

### AFM Capital Projects Underway in 2007/2008 (to March 31/2008)

New AFM Thompson Facility	Thompson, MB	\$1,964,100
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Manitoba Health and Lotteries Funding





# AFM Program Performance

AFM continues to provide a variety of diverse programs and services to Manitobans, as evidenced by this section. Some of these services have been regularly provided over the years, others have been enhanced, and yet others have been introduced for the first time. All of them contribute to implementing best practices in addictions and to linking to the strategic directions that AFM has developed.

## Improved Accessibility to AFM Services for Clients

In the last year AFM has improved access to addictions counselling for youth and adults through partnerships with local agencies, including the health-care and justice sectors, and has developed new and innovative programs and approaches to service delivery. These changes have enabled AFM to reach clients who were not being serviced or whose needs were not being met through a single service agency. The following are only a few of the programs that are making a difference to AFM clients. More information on the programs follows in this section of the report.

- Burntwood Community Health Resource Centre – Health Clinic Outreach, Thompson
- Ma Mow We Tak Friendship Centre – Street Youth Services, Thompson
- Adolescent Health Education Centre – R.D. Parker Collegiate, Thompson
- Partnership: Youth Corrections Initiative – Brandon, Thompson and Winnipeg
- Youth Intervention Services – Brandon, Thompson and Winnipeg
- Youth School Based Services – Northern, Western and Winnipeg Regions
- Intensive Rehabilitation Programs – Winnipeg
- The Child and Family Services project – Winnipeg
- Compass Residential Youth Program – Southport
- Opiate Dependency and Addictions Clinic – Brandon
- Methadone Intervention and Needle Exchange (m.i.n.e.) Program – Winnipeg
- Department of National Defense – Brandon

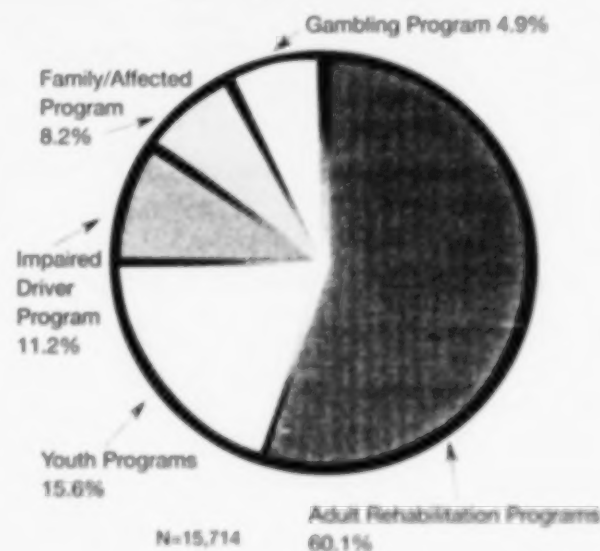
## REHABILITATION SERVICES

A range of rehabilitation programs are available throughout the province at AFM. They are:

- Alcohol and Other Drug Programs for Adults and Youth
- Impaired Driver Program
- Family Programs
- Gambling Programs for Adults and Youth

In 2007/2008, 9,773 adults and youth accessed a total of 15,714 AFM programs and services for alcohol, other drugs and gambling. Below is a chart showing the percentage of these clients who accessed each of the programs and services offered by AFM.

2007/2008 Client Participation  
by Program Admissions



The statistics reported in this section have been taken from the Annual Statistical Report (ASR), which is a compilation of information extracted from AFM client databases. The ASR includes the statistics for various activities that are conducted by staff across the province and AFM client demographic information.

## Alcohol and Other Drug Programs and Services for Adults, Families and Youth

The Addictions Foundation of Manitoba has five core rehabilitation outcomes for clients who participate in the services for alcohol and other drug programs for adults and youth. They are:

1. Reduced involvement or harm associated with alcohol, drugs or gambling.
2. Improved physical and/or psychological health.
3. Improved family and/or social functioning.
4. Improved employment and/or vocational/educational functioning.
5. Reduced involvement with criminal justice system.

The actual results in 2007/2008 for AFM alcohol and other drug programs for adults and youth included:

1. **Reduced involvement or harm associated with alcohol and other drugs.**

There were a total of 14,942 program admissions to Alcohol and Other Drug Programs for Adults and Youth in 2007/2008. The distribution of clients follows in the table below.

Program Region	Youth Services	Impaired Driver Program	Family/Affected Services	Adult Rehab Programs
Winnipeg	1,846	1,160	977	6,214
Western	448	443	297	2,122
Northern	156	160	16	1,113
Totals	2,450	1,753	1,290	9,449

Over the past several years AFM's Winnipeg programs have seen an increase in the number of men and women seeking intensive programming. As a result of this increase, a number of strategies have been implemented in order to offer more timely access to programming and to continue to try to ensure that the services offered are relevant and meaningful to those who are seeking help. Several program changes have been made, including:

- A seven-spot women's day program called **WISER (Women Invested in Sobriety, Empowered in Recovery)** was developed and piloted in 2006 and, as a result of positive evaluation data (see Research Section of this

report), as well as consistent demand, the program was expanded in the fall of 2007 to accommodate up to 14 women in the three month treatment cycle. This is AFM's first gender specific day program. It is targeted at women who are harmfully or dependently involved with alcohol and/or other drugs who have a stable residency in the community. An ongoing weekly continuing care program for graduates of WISER is offered every Friday. Comments by participants were positive:

"I can't imagine where I'd be without this (WISER) program."

"It (WISER) did so much for me; I know it will help others."

"I'm so grateful for being able to participate in this (WISER) program. I'm more aware of the changes that I need to make."

"I feel a hope within me that I haven't felt for a long time."

• **Eight additional residential beds for males** have been opened at James Tait Centre, increasing the program's capacity to 36 beds. A seven-spot **Men's Intensive Day Program** is offered, meaning that in any given week as many as 43 men can participate in intensive programs at once. Funding to hire two additional full-time counsellors and the reallocation of a part-time nurse allowed this expansion to occur.

• **Links Program:** Prior to program entry, men who are on the wait list for intensive programs can attend a weekly support group where staff provide ongoing education and support with regards to substance use issues and help prepare clients for their entry to intensive programs. James Tait Center's Intake/Assessment staff identified the need for this initiative and are delivering it within existing resources.



## AFM Program Performance...continued

AFM is aware that its Intensive Residential and Day Programs provide hundreds of Manitobans each year with a needed opportunity to focus on their substance use issues and to begin to develop a plan for living comfortably without alcohol and/or other drugs. However, participation in programming is only the first step in the process of recovery; ongoing recovery is supported by family members, mutual aid programs, such as 12-step groups, and other community supports and professionals. As one member of a team with a goal of facilitating recovery, AFM will continue to identify current and changing client needs and search for ways to improve service delivery to best meet these needs.

The Winnipeg Youth Services Clinical Team at 200 Osborne has implemented a new service delivery model for its intake process and groups in an effort to be more efficient, reduce the wait time and address the client's stage of change. The model includes a weekly intake day. Clients can be referred to three different groups: the two-day Prevention and Education Awareness Group, the four-day Choices Group, which targets clients in the contemplation stage of change, and the two-week long Breaking Away Group for clients in the preparation/action stage of change. The Clinical Team will be evaluating the new model of service delivery by soliciting feedback from clients and referral agents.

The profile of AFM Winnipeg Youth Services clients in this fiscal year follows.

- Approximately 58% were male and 42% were female.
- Approximately 85% were students at the time of their involvement with AFM.
- 59% of youth clients reported first using alcohol at 13 years or younger.
- Many of the clients served have experienced problems in various life areas. For example, approximately 41% are involved in the legal system while in an AFM program.

AFM School Based Programs for youth provide on-site education/assessment and counselling service to students in 64 schools within 23 School Divisions throughout the province. There are 24 schools in Winnipeg and 40 in the rest of the province where AFM staff provide a variety of services for students and their parents, including counselling for substance involvement and for those affected by other's substance use, as well as the Parent Information and Parent Support Group Sessions. AFM staff work on-site in schools, ranging from four days to one-half day per week, which allows the students to self-refer or be referred by school staff for assistance and assessment. Their presence expands the network of supports to young people in the student population.

AFM Thompson Residential Rehabilitation Program has functioned at an overall 83% occupancy rate, with clients served from all communities in northern Manitoba. The half-way house at AFM's Polaris Place provided 38 men and women with extended care and a sober environment in which to rebuild their lives.

The "Street Youth" outreach service targets out-of-the-mainstream youth ages 13-29 who are typically not reached via traditional office-based services. Through a partnership at the youth site of the Ma Mow We Tak Friendship Centre in Thompson, AFM has entered into the realm of after hours, mall crawling and meeting youth on their turf. The goal to engage with youth at risk draws the AFM youth




worker and the outreach worker to weekly sessions with youth at the "Circle of Youth." They also regularly hang out with kids around a pool table or video game, establishing rapport with and acting in a supportive role to struggling teens.



## 2. Improved physical/psychological health.

AFM staff work closely with a coalition of Brandon service providers and CFB Shilo staff to develop new and better resources for those dealing with occupational stress and substance abuse. A support group, which is co-facilitated by staff from AFM and the Department of National Defense, runs on a weekly basis. Issues dealt with include attempts to ensure that a complete array of services is available to all Westman residents.



On three afternoons per week at the Burntwood Community Health Resource Centre in Thompson, AFM offers off-site services to its clients, consultation with medical staff, as well as referral services to patients of the ten-doctor clinic. The goal is to provide quick access to addictions information and counselling for medically complicated addictions-related concerns. The partnership is matched with a doctor from

the clinic who assesses all residential clients during intake at AFM Polaris Place and addresses any and all medical issues on their arrival to the 26-day program.


The recent completion of the health behaviour survey by all grade 7 to 12 students in Thompson is the ground work for adapting services of the Adolescent Health Education Centre at R.D. Parker Collegiate to the changing needs of youth in Thompson. The continuation of the largest longitudinal survey of adolescent health behaviour speaks to the collaborative nature of the partnership between the school, health authority, RCMP and AFM in the local high school. Services to the students are one-of-a-kind in Canada, with on-site clinical health, addictions, mental health and policing done in the school's student services area.

The Compass Youth Residential Facility became smoke-free, joining a number of other Canadian youth treatment centers. Commitment to this initiative was furthered by empirical research indicating that abstinence from tobacco positively affects outcomes related to the use of alcohol and other drugs.

## 3. Improved family and/or social functioning

AFM's Western Region Family Program provided service to 33 clients. Fourteen sessions of the Parent Intervention Program were also offered to Western Region parents by AFM Youth Program staff.

AFM's Family Program in Winnipeg offered day and evening programming for 331 affected family members. Research shows that for every person who has an alcohol, drug or gambling problem, there are several people close to that person who are significantly impacted by their loved one's use. The Family/Affected Programs provided education and counselling to 695 individuals throughout Manitoba during 2007/2008.



Family therapists are available to work with all family members simultaneously, including the problem user, within the Winnipeg Family and the Youth Community Based Programs. Parents and children have access to specialized services to improve family functioning, thereby maximizing an adolescent's ability to maintain positive change with regards to alcohol/other drug use and other high risk behaviors. Bilingual services are also available in the Winnipeg area.

**Enhancement to Services for Families:** AFM's Compass Program Prevention Education Consultant position provides enhanced information and support services to families. The Family Counselor has been available to meet with families to provide information and support and to participate in Family Day programming.

## AFM Program Performance...continued

### 4. Improved employment and/or vocational/educational functioning.

In Brandon, AFM's Opiate Dependency and Addictions Clinic (ODAC) staff work closely with a number of outside agencies, including Mental Health, Correction Services, Public Health and Social Assistance. They have a strong partnership with the pharmacies, who dispense methadone and other required medications. Success in a methadone maintenance treatment (MMT) program such as ODAC is measured by improvements in the clients' life situation. This includes better employability and employment, improved health and self care, and improved family relationships and living situations. Service is provided to clients from all areas of Manitoba outside of the Winnipeg Region, most of whom live in rural areas.

In Winnipeg, AFM staff at the Methadone Intervention and Needle Exchange (m.i.n.e.) Program met with Salvation Army Anchorage Program to discuss how methadone clients can best be served in the program. An Employment and Income Assistance counsellor attended the unit for MMT education so that its policies can be updated to reflect the resources required for a MMT client.

In Thompson, 38 men and women, who have continued care as half-way house clients, have been afforded counselling and support to re-enter the work force while living in a supported sober community post rehab.

### 5. Reduced involvement with the criminal justice system.

AFM partnerships with Youth Justice exist in Thompson, Brandon and Winnipeg. Youth on probation receive assessments and individual and group counselling services.

The Winnipeg Youth Justice Project provides AFM services to clients at two Winnipeg high risk youth probation offices. In January 2008, the project expanded to include two additional half days at the male probation office. This has allowed the counsellor to be more accessible to clients and staff. The counsellor also met with new and existing clients at the Manitoba Youth Center, when appropriate. The average number of youth on the counsellor's caseload was 50, with an average of 30 active clients.

In the Brandon Youth Justice Project, the majority of youth have continued to receive a two-session awareness program following the intake and assessment process. Should the youth continue on, they receive, on an individualized basis, both ongoing counselling and further educational material in the form of handouts and videos. Some consistent unique needs/challenges of this client population include: gang-related concerns; a requirement for individualized intervention because of FAE/S-FASD; youth living in poverty; trauma related issues; lack



of parental involvement, no contact due to missed appointments, transience, and frequent and recurring incarceration outside of the community.

A significant number of referrals to AFM Adult and Youth Rehabilitation Programs continue to come from the Justice system. For example, in 2007/2008, 300 adults were referred to Intake Assessment by the Justice system, along with 226 youth. One of the key program components is to help participants focus on assessing how their substance use is linked to negative consequences in their life, including involvement with the criminal justice system. Counsellors assist clients to develop strategies to help them address their substance use in the short and long term so that negative impacts can be avoided.

AFM's m.i.n.e. Program outcome studies have demonstrated a significant reduction in involvement with the criminal justice system for participating clients; this is an important finding, as the majority of m.i.n.e. clients have a history of criminal involvement.

The mandate of AFM's Impaired Driver Program is to assess individuals' substance use with regards to risk related to future driving while impaired. A total of 1,736 individuals accessed the program during 2007/2008. The overall goal – reduced harm related to potential future criminal charges connected with impairment – is also addressed by referring to substance use rehabilitation programming if more intensive support is required.

## PROBLEM GAMBLING SERVICES FOR ADULTS AND YOUTH

**Objectives:** To provide a range of programs and services for individuals and communities, including problem gambling awareness, prevention, intervention and treatment, for gamblers and their families to reduce the harm associated with gambling.

The expected and actual results for 2007/2008 included:

### 1. Reduced treatment or harm associated with gambling.

AFM provided 772 program service units to 678 individuals in the Gambling area. Of these, 359 clients were adult problem gamblers; two were youth; 35 went through the Gambling Residential Program; and 74 family members or affected persons accessed the Family Program.

AFM Residential Gambling clients report significantly reduced legal issues at 12 months after the Program. Clients of the Parkwood Residential Gambling Program are reporting reduced employer concern for their gambling at three and six months after Program completion. AFM Residential Gambling clients continue to report a significant reduction in harm due to gambling in addition to decreased financial impacts and legal issues over time. Anecdotal evidence supports that the Program

has a positive impact on participants and their families in such areas as:

- knowledge, willpower, stronger sense of well being.
- how to experience and talk through feelings; how important it is to feel safe; signs of relapse.
- money management; regained self esteem; the need to practice one day at a time.
- life skills and financial skills are cited as the most important things gained from this program (Parkwood).

The development of a Touch Screen Program for the Responsible Gaming Information Centers was completed and hardware installed in both casinos in Winnipeg. The touch screens will be used as a teaching tool by AFM staff in the casinos with the patrons. The staff lead patrons through a quiz that tests their knowledge about gambling and at the same time provides explanations and background information on the responses. The screens also provide a source of information for casino patrons during hours when AFM staff are not on duty.

### 2. Increased community awareness of gambling issues in order to improve competencies at the community level for taking action in addressing and/or preventing gambling related problems.

AFM began work on a second play under the Seniors Theatre initiative for 2007/2008. (The first was "Quest for A Money Tree," completed in 2006/2007.) The goal is to increase problem gambling awareness among older adults. In collaboration with the Manitoba Vietnamese Seniors Association and Age and Opportunity, "A Cup of Hope" was written and will be performed in the community.

*Continued Next Page...*



## AFM Program Performance...continued

### Responsible Gaming Information Centres



AFM operates Responsible Gaming Information Centres (RGICs) in two Winnipeg casinos: The McPhillips Street Station and Club Regent. Being the first to implement RGICs, AFM is seen as a leader in this area and is called upon to provide training and information to other provincial jurisdictions across Canada. AFM staff provide on-site education, support and referral to counselling and have become an important source of information to gamblers.

Since the first RGIC opened in December 2002 there have been 15,070 visits to the Centers and another 6,468 people visited the on-site open houses.

Year	Club Regent Casino	McPhillips Street Station Casino	Total
Apr 02-Mar 03	0	177	177
Apr 03-Mar 04	0	395	395
Apr 04-Mar 05	18	546	564
Apr 05-Mar 06	2,520	358	2,878
Apr 06-Mar 07	2,501	3,270	5,771
Apr 07-Mar 08	3,042	2,243	5,285
Total	8,081	6,989	15,070

#### 5. Increased skills of professionals/para-professionals in identifying individuals requiring help and referring them to the appropriate resources.

An agreement between AFM and Clinic to provide after hours Gambling Helpline call pick-up resulted in Clinic staff being trained to respond to callers on the Problem Gambling Helpline. All calls received after 4:30 p.m. and on weekends are now handled by specially trained Clinic counsellors.

Through a partnership between AFM and Manitoba Lotteries Corporation, staff at all lottery retail sites in Manitoba were offered training this year. The program is designed to help retailers be aware of responsible gambling practices and problem gambling resources. Retailers were required to take the training in 2007/2008. AFM staff scheduled and completed the majority of the training in the province. A few sites did not receive the training in 2007/2008, and extra sessions have been scheduled to complete this initiative.

Throughout the province 69 Customer Assistance Training sessions were conducted with casino, restaurant and bar staff. These sessions have increased the awareness of and provided intervention tools for those encountering problem gamblers.

#### 6. Increased knowledge on the risks of gambling for adolescents throughout the province to assist them in making better decisions.

AFM partnered with Manitoba Lotteries Corporation to bring "Know the Score" to three Manitoba universities. This program was developed by the Responsible Gambling Council and is designed to dispel common myths regarding randomness, share signs of problem gambling and advise students where to get help.

The Keeping Your Shirt On (KYSO)/Keeping Your Spirt Strong (KYSS) gambling prevention and education program was offered in high schools throughout the province. The programs engage youth in meaningful dialogue around gambling behaviours and the effects. The goal of the programs is to provide Manitoba secondary school students (KYSO) and Aboriginal high school students (KYSS) with information about gambling that may assist them in making healthy and informed decisions about gambling. There were 88 presentations made to 1,202 individuals in 2007/2008 for this program.

The Lucky Day Program is offered to students in grades 7 to 9 by AFM workers. The program is designed to increase awareness in youth by providing them with information regarding gambling myths and facts. In 2007/2008 there were 164 presentations of the Program made to 2,367 individuals.

## PREVENTION AND EDUCATION

### A Report on the Concept of Prevention

The Conceptualization of a Prevention Framework was completed in September 2007 by the Addictions Foundation of Manitoba's Prevention Provincial Planning Team and adopted by senior management in October 2007. The report contained three documents outlining each phase of an investigation exploring the concept of prevention:

- Background, Methodology and Phase One: AFM Internal Literature Review
- Phase Two: External Literature Review, Identification of Best Practices and Implications for Prevention
- Phase Three: Conceptualization of a Prevention Framework for AFM

The Prevention Framework presented in the Phase Three document integrates prevention and rehabilitation services into a comprehensive continuum of interventions that address the harms associated with alcohol and other drug abuse, and problem gambling, at individual, community and system levels.

Key results areas for prevention work for the AFM:

1. Enhanced community capacity for supporting prevention and education goals.
2. Enhanced health literacy knowledge and skills in the community.
3. Enhanced community capacity for early identification, early intervention and referral.

Key results report for 2007/2008 are:

1. *Enhanced community capacity for supporting prevention and education goals.*

AFM is a strong supporter of the Manitoba Addictions Awareness Week Committee through staff representation from various areas of the province. Staff throughout the province are involved in local events by sitting on planning committees, as well as offering 123 community workshops and school presentations in their areas.



In the Western Region, AFM participates on the following committees:

- Brandon Drug and Alcohol Education Coalition, which is dedicated to reducing the harm associated with alcohol and other drugs for Brandon area youth
- Swan River interagency group
- Chairs the Multi-Agency Prevention Program for Brandon area youth

During the past year the Brandon Drug and Alcohol Education Coalition has accomplished three major objectives:

- Early years' curriculum for alcohol and other drug education and related issues was developed by the Education Subcommittee.
- Application was made for funding for a Program Coordinator
- A plan was developed for activities that will mobilize the community to reduce the harm from substance use and gambling for Brandon area youth and their families.



## AFM Program Performance...continued

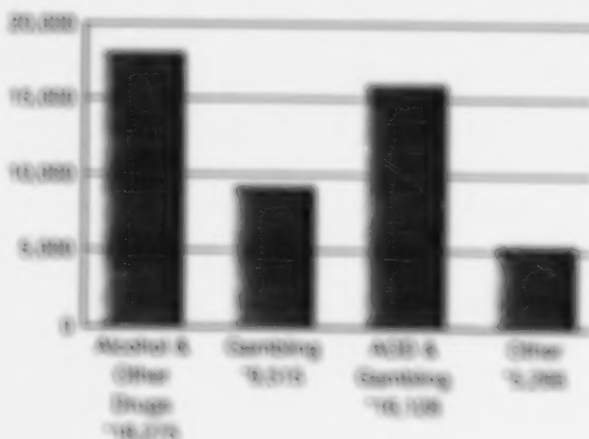
### 2. Enhanced health literacy knowledge and skills in the community.

Throughout the province, AFM conducted 678 public awareness workshops in 2007/2008, and staff attended 49 display booths at various events targeted to increase the understanding of the general public, media and professionals on current issues in the area of addictions.

Prevention Education Consultants throughout the province continued to provide standardized training and customized workshops to the general public, community organizations and private organizations. AFM's Adult Education Services delivered a total of 88 standardized courses to a wide audience of professionals and paraprofessionals working in the addictions field.

AFM staff were involved in 1,705 prevention education events throughout the province. It is estimated that 49,186 individuals attended these activities, with an average of 29 participants at each.

2007/2008 Participants at Preventive Activities



Participants at Seminars  
(N=49,186)

In Brandon, the Dual Recovery Anonymous group was started. AFM staff is helping to promote awareness of the group and publicize it in the community.

Early in 2008, the Manitoba Theatre for Young People presented a play on crystal methamphetamine, entitled "Cranked," to a number of schools and communities on tour. AFM representatives were present at most of the sessions to facilitate discussions or respond to questions about crystal meth.

AFM staff attended the 2007 National Summer Institute on Addictions. The theme was "Supporting Success," which encompassed supporting client success, supporting the individual and collective success of substance abuse professionals, and supporting the success of the substance abuse field within the larger context of the health care community.

### 3. Enhanced community capacity for early identification, early intervention and referral.

Prevention Education Consultants continued to take the lead in working with community partners through:

- facilitation in the delivery of CODI (Co-occurring Disorders) training workshops in all areas of the province
- continued training for health care and social service professionals in the assessment of addictions
- training and policy development in workplaces throughout the province related to employee drug and alcohol testing
- training and staff development for community partners

In partnership with MacDonald Youth Services and the Child and Youth Care Workers Association of Manitoba, AFM's Campus Program offered a one-day training by Dr. Lyndee Fox at the Robert Steen Community Centre in Winnipeg in August. The workshop, "Understanding and Intervening with Challenging Youth and Youth Behaviors," generated an extraordinary response from community professionals, with about 250 people in attendance.

Community Prevention Programs offer a wide variety of standardized courses throughout Manitoba to allied professionals. The Workplace Services Unit works very closely with the Drug



Testing Program operating out of AFM's James Toal Centre in Winnipeg to develop partnerships with local companies surrounding policies and protocols with respect to drug and alcohol testing. Regular presentations are

made to the City of Winnipeg, Winnipeg Police Services and Manitoba Hydro, as well as a number of private transportation companies.

As part of the partnership between AFM and Child and Family Services, AFM provided training for workers from Marymount and the Knowles Center. Four prevention workshops were offered: Adolescent Alcohol and Drug Issues; Motivating Youth Towards Positive Change; Youth Impacted by the Substance Use or Gambling of a Significant Other; and Group Counseling with Adolescents.

At the request of schools throughout the province, AFM facilitated 42 Student Assistance Program (SAP) workshops for school staff. The AFM counsellor works closely with partnered schools to develop SAPs, which are early intervention programs designed to help identify concerns and connect students with helping services. They are based on the belief that the earlier a concern is identified, the earlier intervention can occur. Early intervention increases the likelihood that students will be successful in school. SAPs have many of the following components:

- program philosophy
- comprehensive policies, including the development of an alcohol and other drug policy

- a response process that includes staff training in identifying student behaviours of concern and the development of a process to connect students with assistance
- prevention programming
- program promotion
- program evaluation

Youth Prevention & Education staff in Winnipeg Region deliver standardized courses targeted at youth allied professionals in order to assist the community in identifying and intervening with substance use problems as early on as possible, preventing more serious problems from developing. In addition to standardized courses, all Youth Prevention & Education staff developed and delivered educational sessions for professionals, paraprofessionals, school staff and parents throughout the province to facilitate the larger community's ability to respond appropriately to substance use concerns faced by young people in their locale.

with  
our  
community

# AFM Program Support Services

## RESEARCH AND QUALITY MONITORING

The role of Research at AFM is to both evaluate current programs and pilot projects, as well as to facilitate research that will provide AFM with insight into issues related to alcohol, other drugs and gambling. As part of evaluating current programs and pilot projects, in addition to contributing to cutting edge research in the field of addictions, the following reports were completed or are underway:

1. The evaluation of *Women Invested in Sobriety, Empowered in Recovery (WISER)* was completed with a report released and available on the AFM website ([www.afm.mb.ca](http://www.afm.mb.ca)). Although a small sample, most clients who were part of this evaluation reported the following after their participation in the WISER Program:

- higher levels of social support
- lower levels of self-reported depression
- lower post-traumatic stress scores

- higher levels of self-esteem (SE) reported by 90%. (The mean SE score at the start of the program was 29.9, and this dropped to 21.9 at the end of the program, with lower scores being most desirable)
- average scores indicate about a 20% increase in spirituality
- increased knowledge about substances and addiction
- satisfaction survey reported very positive responses, with almost all indicating they would recommend the program to a friend

2. The evaluation of the *Winnipeg Coming To Terms Program* report was completed and is also available on the AFM website.

- clients who completed all four sessions had higher self-efficacy at the end of the program: most (~60%) were confident in their ability to manage high risk situations
- clients understood more about the impact of alcohol and drugs after the program
- self-reports of communication significantly improved
- 73% reported changing their patterns of substance use; counsellor ratings were in agreement with most of these findings

3. The *Family Program* at Christie House and the *Youth Family Program* continue with their outcome evaluation.

4. In partnership with Manitoba Lotteries Corporation and Manitoba Gaming Control Commission, the *Manitoba Longitudinal Study of Young Adults* was officially launched. For the 2007/2008 fiscal year, the main activities of this project included the following: consulting with the Expert and Ethics Panel members, working with Prairie Research Associates Inc. in developing and testing the research instruments, recruitment and data collection. A preliminary report is expected in summer/fall 2008.

5. On-going evaluation of the *Parkwood Problem Gambling Residential Program*. A full report is expected in the fall of 2008.

6. On-going statistical monitoring of the *Responsible Gaming Information Centers*.

7. Data collection for a report on *Winnipeg Street Youth* was completed and analysis is underway. The report is expected to be released later in 2008.

8. Data collection for the *Alcohol and Drug Use of Manitoba Students* report was also completed and analysis is underway. The report is expected to be released later in 2008.



Manitoba Lotteries Corporation Photo: P. Johnson





9. *Canadian Community Epidemiology Network on Drug Use (CCENDU)*. AFM Research produces an annual report on the drug use situation in Winnipeg. This was submitted to CCENDU and distributed through the Canadian Centre on Substance Abuse to other partners of the initiative across Canada.

10. *Canadian Addictions Survey or the Canadian Alcohol and Drug Use Monitoring Survey*, as it is now being called.

11. *Results highlights from the Manitoba Alcohol and Drug Use Survey* were published in early 2008 in AFM's newsletter, "An Inside View," which was sent to approximately 900 individuals and is posted on the AFM website. The key findings tell us that:

- 64% of young Manitobans ages 15-17 drank in the past year.
- the overall current smoking rate in Manitoba is 26%.
- Manitoba males are more likely to be smokers than females (31% versus 21%).
- Manitobans were no more likely to use illicit drugs than other Canadians (about 14%). The most used illicit drug is cannabis (98% of illicit drug users reported cannabis use over the last year).
- young people have higher rates of illicit drug use than other age categories. (about 47% aged 15-19 used an illicit drug in the year before the survey)

AFM research is also represented at the national level on the following working groups or advisory committees:

- Treatment Indicators Working Group
- National Surveillance Advisory Committee
- Inter-Provincial Consortium for the Development of Methodology to Assess the Social and Economic Impact of Gambling
- Measuring Problem Gambling in Adolescent Populations Oversight Committee
- Review of the Canadian Problem Gambling Index Oversight Committee

*The Annual Statistical Report (ASR)*, which is a compilation of information extracted from AFM client databases, is produced annually. The ASR reports, statistically, the various activities that are conducted by staff across the province, as well as AFM client information. This compilation is available to: AFM staff on the internal electronic bulletin board; the public in the AFM Library, located in Winnipeg; and government.

## CONTINUOUS QUALITY IMPROVEMENT (CQI)

Throughout 2007/2008, AFM focused its quality efforts on strengthening its quality infrastructure and establishing quality improvement as an organizational way of life. Improving the quality of care/service is the ultimate aim of CQI. Integrating quality into AFM's operations requires that everyone in the organization embrace "quality" and have it permeate every facet of the Agency's work. The first step in ensuring success is to build a quality infrastructure and start integrating it into day-to-day operations. Key accomplishments over the last year include:

**Accreditation** - Preparing for Accreditation has been the main focus. Accreditation Canada has made significant structural and content changes to its accreditation program. As such, preparing the Agency for accreditation involved learning the new program, providing training education to staff and forming new accreditation teams. AFM has been successful in transitioning to the new program and looks forward to the re-survey in December 2008.

**Risk Management** - An integral part of the CQI program is Risk Management. This year AFM took its Risk Management Program to a new level by identifying strategies to minimize the probability of adverse outcomes and increase the likelihood of desired outcomes. Risk Management is an ongoing process. The goal is to continue to focus on Risk Management.

## AFM Program Support Services...continued

**Indicators** - Indicator development continued to be a priority in 2007/2008. Corporate/administrative indicators were developed and piloted. This information will assist AFM in:

- informed decision making
- ensuring there is appropriate corporate infrastructure to support programs and services, as well as organizational learning and growth.

**Development of the Performance Reporting Framework** - The Performance Reporting Framework (corporate dashboard) was developed. This is an easy to read, user-friendly document that uses "traffic signal" colours (green, yellow, red) to visually depict performance in identified key areas. It will be used as a vehicle for the Board, management and staff to monitor performance based on priorities set by the strategic plan. *Note: Full implementation of this framework is pending program indicator collection.*

### Following Accountability Forward

AFM is committed to providing quality services in a results-orientated, open and transparent environment. The people of Manitoba have the right to know what services AFM offers and what results are being achieved.

Health Canada has defined accountability as: **The obligation to demonstrate and take responsibility for performance in light of agreed expectations.**

### How is Accountability Enhanced?

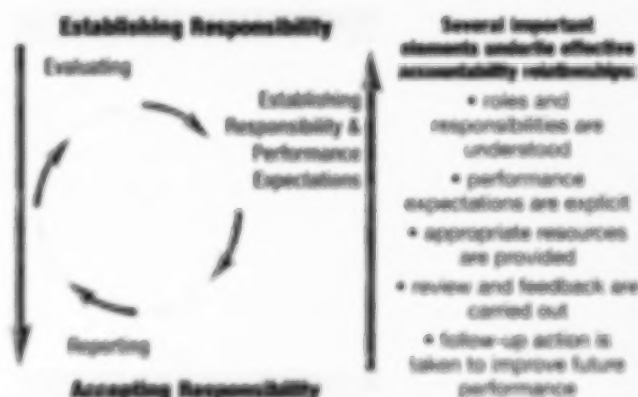
Leading practices have shown that the best way to strengthen accountability is through an integrated, organization-wide approach. In recent years AFM has increased its focus on activities that support and strengthen accountability. These include:

- Accreditation
- Risk Management
- Outcome Monitoring
- Program Evaluation
- Quality Improvement Initiatives
- Financial Audit

The combined effect of these activities is greater than the sum of its parts. By supporting informed decision making, these activities promote and strengthen accountability.

### AFM's Accountability Process

The diagram below depicts the key elements in AFM's accountability process. Together, these elements form a "wheel" that provides a continuous feedback loop of accountability.



1. **Establishing Responsibilities / Expectations** - the process begins by establishing responsibilities, expectations and performance measures.
2. **Reporting** - involves measuring outcomes, performance or progress toward meeting the defined responsibilities and expectations.
3. **Evaluating** - involves analyzing the information and performance reports and making decisions based on that information.

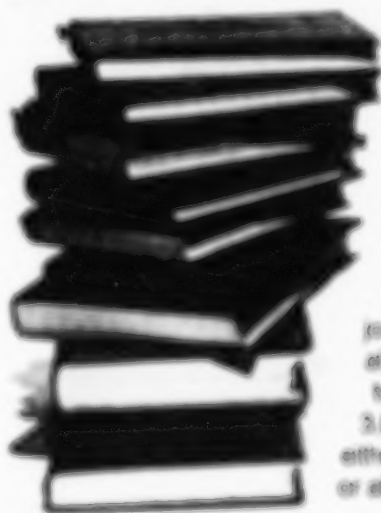
## CORPORATE RESOURCES

Corporate Resources provides services to reduce the harms associated with addictions through education, the innovative development and effective delivery of information, and community mobilization.

### William Potoroka Memorial Library

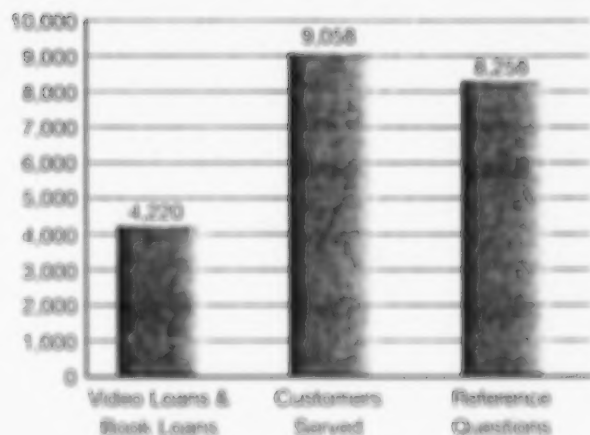
AFM's William Potoroka Memorial Library provides Manitobans from all walks of life and from all parts of the province with resources and services that can assist with personal/family challenges, educational programming, healthcare/social service provision, workplace issues and prevention/rehabilitation program development, support and enrichment. Often, the Library is the point of first contact with the Agency, giving Library staff the opportunity to refer patrons to other appropriate AFM programs and services.

The Library provides free, province-wide access to over 11,488 print resources, 1,189 audio-visual resources, 110 professional/academic journals and newsletters, and it operates as the distribution centre for AFM publications. The Library's collection continued to grow, with over 341 new resources catalogued. Strong demand for resources/services continued in 2007/2008 with: 4,220 resources circulated; 8,256 reference questions answered; 176 journal articles and inter-library loan requests filled; and 1,451



information/orientation packages distributed, including brochures, booklets, reports, bibliographies and fact sheets. The library has also purchased a journal database allowing library staff to access over 2,000 journals with either full-text articles or abstracts.

2007/2008 Library Service Activity by Type



This year the Library achieved a high level of use, with 9,056 customers served. Over 80% of the 12,447 Manitobans registered as borrowers are members of the public, and the user group continued to grow this year with the addition of 315 new Library patrons. An active outreach program, which promotes Library resources and services, provided 16 customized in-depth Library orientations to specialized groups and reached thousands of potential customers through five conference and workshop presentations/displays. The library component of AFM's website was completely revised; in addition, a new on-line public access catalogue was launched, making the collection available to all Manitobans via the Internet.

Service highlights include: operating/promoting a public access Internet site as part of the Community Connections Program, serving over 1,047 members of the public who have used this site to do research, school assignments, look for work and keep in touch with family and friends around the world via email. The Library also undertakes the lead role in developing and publishing the Manitoba Addictions Awareness Week (MAAW) resource kits and website content in both English and French.

# Financial Statements

**ADDICTIONS FOUNDATION OF MANITOBA*****(Incorporated under the Addictions Foundation of Manitoba Act)*****Financial Statements  
March 31, 2008**

The accompanying financial statements are the responsibility of management and have been prepared in accordance with accounting policies stated in Note 2 to the financial statements. In management's opinion, the financial statements have been properly prepared within reasonable limits of materiality, incorporating management's best judgment regarding all necessary estimates and all other data available.

Management maintains internal controls to provide reasonable assurance of the reliability and accuracy of the financial information and that the assets of the Foundation are properly safeguarded.

The responsibility of the Auditor and their staff is to express an independent professional opinion on whether the financial statements are fairly presented. The Auditor's report outlines the scope of the audit examination and provides the audit opinion.



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Chief Executive Officer

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Chief Financial Officer

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June 20, 2008  
Date



**KPMG LLP**  
**Chartered Accountants**  
Suite 2100 - One Lombard Place  
Winnipeg, MB R2B 0K3  
Canada

Telephone: (204) 567-5100  
Fax: (204) 567-5000  
Internet: [www.kpmg.ca](http://www.kpmg.ca)

## AUDITORS' REPORT

To the Board of Governors of Addictions Foundation of Manitoba

We have audited the statement of financial position of Addictions Foundation of Manitoba (the Foundation) as at March 31, 2008 and the statements of revenue and expenses, changes in net assets, and cash flows for the year then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Foundation as at March 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Signed "KPMG LLP"

Chartered Accountants

Winnipeg, Canada

May 30, 2008

# Financial Statements...continued

## ADDICTIONS FOUNDATION OF MANITOBA

Statement of Financial Position

March 31, 2008, with comparative figures for 2007



	2008	2007
<b>Assets</b>		
<b>Current assets</b>		
Cash	\$ 1,215,884	\$ 1,832,274
Accounts receivable	555,117	558,883
Prepaid insurance	25,858	22,835
Vacation pay recoverable from the Province of Manitoba (note 5)	667,387	667,387
	<u>2,464,246</u>	<u>3,081,379</u>
Capital assets (note 6)	5,114,706	2,888,882
Receivable from the Province of Manitoba		
For retirement pay (note 7)	1,155,246	1,155,246
Long term pension funding (note 8)	16,526,823	17,878,888
	<u>18,682,069</u>	<u>19,034,134</u>
	<u>\$ 27,256,061</u>	<u>\$ 29,074,393</u>

## Liabilities, Deferred Contributions and Net Assets

<b>Current liabilities</b>		
Accounts payable and accrued liabilities	\$ 1,245,140	\$ 888,420
Bank overdrafts related to capital assets (note 6)	1,888,788	-
Accrued vacation pay (note 5)	1,255,888	1,088,877
	<u>4,429,816</u>	<u>2,077,297</u>
Accrued pension pay (note 7)	1,888,881	1,578,881
Provision for employee pension benefits (note 8)	16,526,823	17,878,888
Deferred contributions (note 10)	52,888	58,888
<b>Net assets (deficiency)</b>		
Invested in capital assets	5,114,706	2,888,882
Internally restricted (note 11)	888,888	1,155,246
Unrestricted	<u>(1,888,888)</u>	<u>(888,888)</u>
	<u>2,874,506</u>	<u>2,874,506</u>
Continuity of operations (note 9)		
Commitments (note 12)		
	<u>\$ 27,256,061</u>	<u>\$ 29,074,393</u>

See accompanying notes to financial statements.

On behalf of the Board of Governors

Chairman

Treasurer

# ADDICTIONS FOUNDATION OF MANITOBA

## Statement of Revenue and Expenses

Year ended March 31, 2008, with comparative figures for 2007

	2008	2007
<b>Revenue</b>		
Government of the Province of Manitoba		
Operating	\$ 18,800,737	\$ 15,755,881
Long-term pension	778,788	808,848
Capital	87,848	508,831
Impaired Drivers Program fees	818,285	885,188
Manitoba Lotteries Corporation	\$ 708,000	\$ 848,000
School Support Program	885,217	881,800
Recovery of wages, medical and treatment services and travel expenses	787,000	888,000
Youth Residential Programs	507,188	548,000
Drug Treatment Court Program	885,201	888,000
Long-term disability pension contribution refund	=	881,888
Youth Outreach Program	=	87,000
Youth Stabilization Program	=	888,000
Other (schedule 5)	888,881	875,875
	\$1,888,888	\$1,881,888
<b>Expenses</b>		
Salaries	11,888,888	11,881,788
Wages	5,888,888	5,788,818
Amortization	188,888	175,788
Drug Treatment Court program	888,881	888,888
Employee benefits	1,881,888	1,888,818
Health and postsecondary education fee buy back (note 8)	885,188	888,877
Other (schedule 5)	2,878,788	2,888,788
	\$2,881,888	\$2,788,878
<b>Excess (deficiency) of revenue over expenses</b>	<b>\$ (788,888)</b>	<b>\$ 288,888</b>

See accompanying notes to financial statements



# Financial Statements...continued

## ADDICTIONS FOUNDATION OF MANITOBA

Statement of Changes in Net Assets

Year ended March 31, 2008, with comparative figures for 2007

	2008		2007	
	Available for capital assets	Internally generated	Unrestricted	Total
Balance, beginning of year	\$ 2,340,000	\$ 1,380,000	\$ 270,000	\$ 3,990,000
Excess (deficiency) of revenue and expenses	(170,000)	-	(70,000)	(240,000)
Transfer to capital assets	270,000	-	270,000	-
Internally generated resources net (costs less)	-	(300,000)	(300,000)	-
<b>Total, end of year</b>	<b>\$ 2,440,000</b>	<b>\$ 1,080,000</b>	<b>\$ 1,000,000</b>	<b>\$ 3,520,000</b>

See accompanying notes to financial statements

## ADDICTIONS FOUNDATION OF MANITOBA

Statement of Cash Flows

Year ended March 31, 2008, with comparative figures for 2007

	2008	2007
Cash provided by (used in):		
Operating activities		
Excess (deficiency) of revenue and expenses	\$ (170,000)	\$ (240,000)
Items not involving cash		
Contributions	100,000	170,000
Changes in non-cash operating working capital		
Accounts receivable	0,000	0,000
Prepaid expenses	(0,000)	(0,000)
Accounts payable and accrued liabilities	20,000	(200,000)
Deferred capital cost	(20,000)	0,000
Deferred grant administration	200,000	100,000
Net change in operating contributions	0,000	(1,000)
	100,000	(240,000)
Investing and financing activities		
Transfer to capital assets	(270,000)	(270,000)
Transfer to (back) contributions, restricted capital assets	1,000,000	0
	(270,000)	(270,000)
Decrease in cash	(170,000)	(270,000)
Cash, beginning of year	1,000,000	1,000,000
Cash, end of year	\$ 1,170,000	\$ 1,000,000

See accompanying notes to financial statements



# ADDICTIONS FOUNDATION OF MANITOBA

Notes to Financial Statements

Year ended March 31, 2009

## Nature of the Foundation

The Foundation is incorporated under the Subsidary Foundation of Manitoba Act. The Foundation is the provincial authority for providing prevention, education and treatment programs related to addiction to individuals and communities, for conducting research into the negative effects of addiction, and for co-ordinating the health and well-being of Manitobans in this respect. The Foundation is financed, apart from funding from the Government of the Province of Manitoba. The Foundation is a registered charity under the meaning of the Income Tax Act.

## 1. Continuity of operations

At March 31, 2009, the Foundation's current liabilities exceed its current assets by \$1,075,647. The Foundation also had an unrestricted net asset deficiency of \$1,365,956 (2007 - \$238,236). At March 31, 2009 the entity is in a state of spending levels in fiscal 2009 and prior.

The duty of the Foundation is to continue as a going concern, to realize the varying value of its assets and to discharge its liabilities when due is dependent on the Foundation continuing to operate at a level which is surplus positive in future years, and the continued support of the Government of the Province of Manitoba.

## 2. Significant accounting policies

### (a) Capital assets

Fixed assets (capital assets) are recorded at cost and contributed capital assets are recorded at fair fair value at the date of contribution. The amortization methods and annual rates applicable to the various classes of assets are as follows:

Asset Class	Method	Rate
Buildings	Declining balance	5%
Furniture equipment	Declining balance	20%
Transportation equipment	Declining balance	20%
Leasehold improvements	Over term of lease	

## Financial Statements...continued

### ADDICTIONS FOUNDATION OF MANITOBA

Notes to Financial Statements (continued)

Year ended March 31, 2008

#### C. Significant accounting policies (continued):

##### (b) Revenue recognition

The Foundation follows the deferred method of accounting for contributions. Controlled contributions are recognized as deferred contributions until the year in which the related expenses are incurred at which time they are recognized as revenue. Uncontrolled contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. With respect to recovery of wages, medical and treatment services, revenue is recognized upon completion of the related treatment.

##### (c) Vacation pay receivable

The Foundation records a liability with respect to vacation pay entitlements accrued and unused as of year end. This amount is listed as current liabilities.

##### (d) Pension costs

Pension payments are recognized as operating expenses as payments are made under provisions of The Manitoba Civil Service Superannuation Act. The provisions of the Act require the Foundation to contribute 20 percent of the pension payments being made to retired employees. In addition, a provision has been recorded in the accounts of the Foundation for the employer's share of current and past service pension obligations.

##### (e) Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from these estimates.

# ADDICTIONS FOUNDATION OF MANITOBA

Notes to Financial Statements (continued)

Year ended March 31, 2008

## 5. Change in accounting policy:

The Foundation adopted the new amended Handbook Section 1000, *Financial Instruments - Recognition and Measurement* on April 1, 2007. The standard provides guidance on recognizing financial instruments and non-financial derivatives on the statement of financial position. The standard also specifies how financial instrument gains and losses are presented initially. All financial assets and liabilities must be recorded on the statement of financial position at fair value. Subsequent measurement is determined by the classification of each financial asset and liability. Under the standard, all financial instruments are classified as one of (a) held-for-trading, (b) loans and receivables, (c) held-to-maturity, (d) available-for-sale or (e) other liabilities. Financial assets and liabilities held-for-trading are measured at fair value with gains and losses recognized in income or expense over time. Financial instruments classified as held-to-maturity, loans and receivables and other liabilities are measured at amortized cost. Available-for-sale financial instruments are measured at fair value, with unrealized gains and losses recognized directly in unrestricted net assets.

Upon adoption of the new standard, the Foundation designated cash as held-for-trading, accounts receivable, vacation pay, receivables, prepayments, pay, receivables and long-term portion funding receivables as loans and receivables, and accounts payable and accrued liabilities, long-term liabilities related to capital assets, and accrued vacation pay as other liabilities. The Foundation has neither available-for-sale nor held-to-maturity instruments.

Except for held-for-trading designated financial instruments, transaction costs that are directly attributable to the acquisition or issuance of financial assets or liabilities are accounted for as part of the respective asset or liability's carrying value at inception and amortized over the expected life of the financial instrument using the effective interest method. For held-for-trading financial assets and liabilities, transaction costs are recorded in the statement of operations as incurred.

The implementation of the standard on April 1, 2007 had no material impact on opening net assets.

## 6. Future accounting changes:

On December 1, 2006, the CICA issued three new accounting standards: Handbook Section 1006 - *Capital Instruments*, Handbook Section 1007 - *Financial Instruments - Disclosures* and Handbook Section 1008 - *Financial Instruments - Presentation*. These new standards became effective for the organization on April 1, 2008.

# Financial Statements...continued

## ADDITIONS FOUNDATION OF MANITOBA

(Notes to Financial Statements continued)

Year ended March 31, 2008

### 6. Future accounting changes (continued)

Section 1501 applies to the amount of (i) an entity's aggregate income and expenses and profits for managing capital, (ii) cumulative loss above and the entity's equity in capital, (iii) whether the entity has complied with any capital requirements, and (iv) if it has not complied, the consequences of such non-compliance.

Section 1501 and 1502 require financial bodies (BFI) - financial institutions - (Banks and credit unions) - to comply with the disclosure requirements, and carrying forward unchanged to presentation requirements. These two sections also include guidance on disclosure about the nature and extent of risks arising from financial institutions and how the entity manages these risks.

The Foundation is currently assessing the impact that these new standards will have on their financial statements for the year ended March 31, 2008.

### 7. Transfers any convertible from the Province of Manitoba

The Province of Manitoba has a portion of the transfer any liability of the Foundation which is limited to the amount estimated at March 31, 1995. Consequently, the Foundation has recorded a liability to the amount of \$27,007 from the Province of Manitoba which reflects the estimated liability for accumulated transfer any liability at March 31, 1995. The Foundation is expected to fund the change in the liability from annual funding provided by the Province of Manitoba.

### 8. Capital assets

	2008		2007	
	Cost	Accumulated depreciation	Net book value	Net book value
Land	\$ 0.00	\$ -	\$ 0.00	\$ 0.00
Buildings	\$ 1,151,000	\$ 1,050,000	\$ 101,000	\$ 1,667,775
Equipment	\$ 100,000	\$ 100,000	\$ 0.00	\$ 100,000
Furniture and equipment	\$ 100,000	\$ 100,000	\$ 0.00	\$ 27,630
Leasehold improvements	\$ 100,000	\$ 100,000	\$ 0.00	\$ 100,000
Building under construction	\$ 1,000,000	\$ -	\$ 1,000,000	\$ 1,000,000
	\$ 2,351,000	\$ 1,250,000	\$ 1,101,000	\$ 2,895,405

## ADDICTIONS FOUNDATION OF MANITOBA

Notes to Financial Statements (continued)

Year ended March 31, 2008

### 5. Province of Manitoba pre-retirement pay:

The Foundation maintains an employee pre-retirement benefit plan for substantially all of its employees. The plan provides benefit payments to eligible retirees based on length of service and on career earnings from initial eligibility. At March 31, 2008, based on an actuarial estimate, the obligation under the pre-retirement pay is estimated to be approximately \$1,605,611 (2007 - \$1,576,581) for which the Foundation has recorded an accrued pre-retirement pay liability in the statement of financial position.

The amount of funding which will be provided by the Province of Manitoba for pre-retirement pay was initially determined based on the pre-retirement pay liability as at April 1, 1988 and was recorded as a receivable from the Province of Manitoba. Since fiscal 1988, the Foundation received funding on an annual basis from the Province, which includes funding for the change in the pre-retirement pay liability and retirement payments in the year, including an interest component on the pre-retirement pay receivable. The pre-retirement pay receivable from the Province at March 31, 2008 aggregates \$1,155,516 (2007 - \$1,155,516) and has no specified terms of repayment.

The fair value of the pre-retirement pay receivable from the Province approximates its carrying value as the interest component is comparable to current market rates.

### 6. Provisions for employee pension liabilities:

The Foundation records the actuarial pension liability and the related pension expense in its financial statements. Based on extrapolation from the most recent actuarial report dated December 31, 2004, the Foundation has recorded an amount of \$16,536,423 (2007 - \$17,478,816) in its financial statements, representing the estimated unfunded liability for the Foundation's employees as at March 31, 2008. Total pension expense of \$1,602,621 (2007 - \$1,677,387) has been recorded in the statement of operations, which includes an interest component.

The Province of Manitoba has accepted responsibility for the pension liability and the related expense including the interest component. The Foundation has therefore recorded an amount receivable from the Province of Manitoba of \$16,536,423 (2007 - \$17,478,816) relating to the liability in its financial statements, and has recorded associated revenue of \$778,705 (2007 - \$838,645). The long-term pension funding receivable due from the Province of Manitoba has no specified terms of repayment.

# Financial Statements...continued

## ADDICTIONS FOUNDATION OF MANITOBA

Notes to Financial Statements (continued)

Year ended March 31, 2008

### 9. Bank indebtedness related to capital assets:

The Foundation has an operating interest construction loan credit facility with a maximum limit of \$8,000,000. Advances on the credit facility are payable on demand and bear interest at prime less 1.00 percent per annum. The facility is secured by a letter of comfort from Manitoba credit and interest only is payable until commencement of repayment related to Manitoba credit. As at March 31, 2008, the Foundation utilized \$1,000,000 of the available line of credit.

### 10. Deferred contributions:

	2008		2007	
Balance, beginning of year	\$	58,500	\$	58,500
Amount recognized as revenue in the current year		(5,700)		(5,000)
Balance, end of year	\$	52,800	\$	53,500

### 11. Internally restricted net assets:

Internally restricted net assets represent commitments for future expenditures on projects and capital expenditures. As the long term commitments are called, expenditures are recorded in the income statement or statement of revenue and expenses as appropriate and the restrictions are removed.

	2008		2007	
Balance, beginning of year	\$	11,000,000	\$	880,000
Internal restrictions called in the current year		(500,000)		(100,000)
Internal restrictions imposed for future years		1,000,000		612,000
		(100,000)		(270,000)
Balance, end of year	\$	10,400,000	\$	1,100,000



# ADDICTIONS FOUNDATION OF MANITOBA

(Notes to Financial Statements (continued))

Year ended March 31, 2008

## 11. Intangibly identifiable intangible assets (continued)

Intangible intangibles have been reported for the following:

	2008	2007
Patented drug	\$ -	\$ 282,000
Online health-related potential consultation	320,000	320,000
Patented software	110,700	110,700
Financial technology program	200,000	200,000
Health services	320,000	288,000
Protein-purifying services special projects	-	200,000
Registered domain program	100,000	-
	\$ 850,700	\$ 1,200,700

## 12. Commitments

The Foundation is in the process of constructing a new residential care and treatment facility and as at March 31, 2008 is committed to additional expenditures totaling \$2,500,000. These expenditures will be funded by the above construction loan credit facility described in note 5.

The Foundation leases buildings and equipment under long-term operating leases which expire at various dates between 2008 and 2015. Certain leases contain renewal options at rates to be negotiated. Future minimum lease payments required under operating leases that have initial lease terms in excess of one year are as follows:

2008	\$ 200,000
2011	120,000
2012	70,000
2013	20,000
2014	0
	\$ 410,000

# Financial Statements...continued

## ADDICTIONS FOUNDATION OF MANITOBA

(Continued from Financial Statements (continued))

Year ended March 31, 2008

### (10) Fair value:

The fair value of the pre-retirement pay receivable and the long-term pension funding receivable from the Province of Manitoba approximates the carrying value as the interest component (see notes 7 and 8) is comparable to current market rates.

The fair value of accounts receivable, variation pay receivable, bank indebtedness, accounts payable and accrued liabilities and accrued variation pay approximates their carrying value due to the short-term nature of these instruments.

### (12) Comparative figures:

Certain comparative figures have been reclassified to conform with the financial statement presentation adopted in the current year.

## ADDICTIONS FOUNDATION OF MANITOBA

(Other Revenue)

Schedule A

Year ended March 31, 2008, with comparative figures for 2007

	2008	2007
Training course fees	\$ 57,619	\$ 79,797
Donations	95,000	94,129
Interest	94,779	97,329
Property rental	25,919	24,387
Funding rentals	273,871	273,844
Manitoba Government and General Employees'		
Union	5,400	15,400
Miscellaneous	47,000	7,000
Contributions	-	22,885
	\$ 279,597	\$ 275,871

# ADDICTIONS FOUNDATION OF MANITOBA

Other Expenses

Continued

Year ended March 31, 2008, with comparative figures for 2007

	2008	2007
Advertising and exhibits	\$ 611,421	\$ 946,135
Audio-visual aids	611,214	346,269
Audit	119,719	275,139
Board of Governors' honorarium	111,813	146,892
Books, newspapers and periodicals	239,457	238,543
Courier and freight	411,394	351,245
Educational literature	1135,574	855,247
Fees	7444,699	6157,332
Food supplies	345,122	345,731
Household supplies	775,318	817,387
Materials, repairs and maintenance	474,892	644,548
Medical services and supplies	344,142	314,314
Miscellaneous	5,788	8,166
Postage and telegrams	293,791	292,719
Printing, stationery and office supplies	245,331	219,892
Rent, insurance and property taxes	344,242	372,813
Staff development	611,331	811,776
Training	27,899	27,873
Transportation of patients	71,322	27,543
Trip and automobile	395,392	419,313
Utilities	215,814	224,392
	\$ 3,373,744	\$ 3,342,749

# Disclosure Section

with  
our  
community

## Public Sector Compensation Disclosure Act

For a detailed copy of AFM's disclosure information  
please contact:

Additions Foundation of Manitoba  
1021 Portage Avenue,  
Winnipeg, Manitoba R2G 0P8  
Phone: 988-6288

## Public Interest Disclosure - Bill 36 (Access to Information Protection) Act

### Section 18 of the Act - Subsection 2

- 1.a) 0 - The number of disclosures received in  
2007/2008
- 0 - The number of disclosures acted/  
not acted on
- 2.a) 0 - The number of investigations as a result  
of a disclosure
- 3.a) Corrective action taken: N/A



Addictions Foundation of Manitoba  
Provincial Administration

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1031 Portage Avenue,  
Winnipeg, Manitoba R3G 0R8  
Phone: 944-6200  
Fax: 786-7768  
[www.afm.mb.ca](http://www.afm.mb.ca)